

that promotes AIDS awareness and prevention.

A Kansas City, MO native, Christopher Elders graduated from Raytown South High School. This fall, he will matriculate at Oxford University in International Relations.

Today, I ask my colleagues to join me in honoring Christopher Elders for his selfless community service and tremendous academic achievements.

REGARDING THE TESTIMONY OF
KARL V. FARMER

HON. WILLIAM D. DELAHUNT

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, February 13, 2002

Mr. DELAHUNT. Mr. Speaker, Mr. Karl Farmer, a retiree of the Polaroid Corporation, testified before the Senate Committee on Health, Education, Labor and Pensions last week. I would like to take this opportunity to see that Members of the House also benefit from his powerful testimony on the lack of worker and retiree protections under our current pension and bankruptcy laws. I ask my House colleagues to consider his experience, and join with me in enacting new safeguards to ensure retirement security for all workers and retirees.

TESTIMONY OF KARL V. FARMER, BEFORE THE SENATE COMMITTEE OF HEALTH, EDUCATION, LABOR AND PENSIONS

Good morning. My name is Karl Farmer, and I am a former Polaroid employee and chairman of the Official Committee of Retirees for Polaroid Corporation. I am also accompanied today by counsel for the Official Committee of Retirees, Scott Cousins, of Greenberg Traurig, as well as Betty Moss, another former Polaroid employee.

I am 55 years old. I have lived in Roxbury, Medford, Bedford and Lawrence, Mass., and I recently moved to New Hampshire.

I started working for Polaroid more than 30 years ago as an engineer and became a retiree after I left the company on September 29, 2001. At the time I started with the company, Polaroid was one of THE places to work. It was an especially good company for minorities, very progressive. Polaroid was doing affirmative action programs before it became fashionable or mandatory. It was a family company with a caring upper management.

Up until 1988, I had begun to save for my retirement by contributing 2% of my pay to the Polaroid 401 (k). Polaroid matched that contribution dollar for dollar so that I was able to start building for my retirement with a diversified retirement plan.

But in 1988 Polaroid started the mandatory ESOP plan which required employees to contribute 8% of their pay to the ESOP plan. I had always understood that most ESOP plans did not require workers to contribute to them, but Polaroid required that we contribute to this one.

Because of the mandatory requirement that we contribute to the ESOP, I was no longer financially able to contribute to my 401(k). As a result, my retirement was then tied up almost exclusively with the ESOP and Polaroid stock. I have not figured out how much money I would now have if I had continued to contribute to my diversified 401 (k) instead of the ESOP, but I am meeting with a financial advisor from Fidelity next week, and I'm sure they'll be able to tell me the bad news.

I didn't really realize the danger of not being allowed to diversify my retirement account until August 2001 when I was told my job was being eliminated, and I was promised a severance package, which included medical, dental and life insurance coverage at employee prices for six months, along with six months severance pay. This transition period actually took me to retirement—where I could count on my ESOP and pension plans.

The day I was to receive my first severance payment I called to verify that it was being deposited. I later learned that many people who were supposed to receive severance payments that day did not, and the next day Polaroid declared Chapter 11. As a result, Polaroid is not paying my severance, or providing the medical, dental or life insurance it had agreed to. I have been left unemployed with no benefits. I had to break a lease and vacate my apartment. I had also taken out two loans on my 401 (k) plan, and I will now be unable to pay those back. As a result, I'm also going to be hit with a huge tax penalty for making withdrawals on my 401 (k).

As for my ESOP plan, I had 3500 shares which, at their peak, were worth about \$210,000. Without asking me, or apparently anyone else, management decided to liquidate these shares for about \$300.

We learned, after the fact, that State Street Bank & Trust, the trustee of the fund, started liquidating Polaroid's ESOP shares in mid November 2001, and completely liquidated the fund by mid-December 2001. After the liquidation was complete, Gary DiCamillo, Polaroid's current CEO, sent out a letter on December 10, 2001 to all employees notifying them that "it was in the best interest of participants in the ESOP fund to liquidate all shares."

Many of us cannot understand how the trustee of a retirement savings plan acted "in our best interest" by selling the ESOP stock when it reached 9 cents a share. Not only that, the liquidation of those shares means the "employee owners" have almost no influence. We used to own almost 20% of the company. Now we cannot even vote on the Polaroid bankruptcy and related matters. We decided to try to influence the process, even if we were disenfranchised former owners of the company. It took a big effort to pull folks together to fight for what's been promised. People are scattered and we do not have lists of everyone who has been affected. Still, we organized. I'm the chair of the Official Committee of Retirees of Polaroid, which was recently recognized by the bankruptcy court. This allows us legal representation with the bankruptcy proceedings.

The offices of both Senator Kennedy and Representative Delahunt have worked very diligently with us in our fight for justice. And recently a letter was sent to Polaroid's CEO from the entire Massachusetts Congressional delegation denouncing Polaroid's actions. Our committee and its constituents thank you and the other members of the Massachusetts delegation for those clear signs of support. In the same spirit, we urge you to change the rules on ESOP programs to allow employees some control of their own destiny.

TRIBUTE TO SABRINA URAN

HON. BOB SCHAFFER

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

Wednesday, February 13, 2002

Mr. SCHAFFER. Mr. Speaker, it is an honor to rise today to congratulate Sabrina Uran of

La Junta, Colorado. A student at Manzanola High School, Sabrina recently published a poem titled "God Said . . ." in the "Scroll Original Arts Magazine." This piece was the first published for the young author.

Sabrina has always held an interest in the language arts and is very excited one of her pieces has achieved professional recognition. The poem is written in the first person, as a dialogue between the narrator and God. As the Rocky Ford Daily Gazette wrote, "Uran's work is read with a definitive rhythm, which culminates into an impacting finish."

It is an honor for the state of Colorado to have such a young talent recognized for her abilities. It is vital that America encourages all young people to strive for their goals, and Sabrina is a shining example of a young person achieving her aspirations. On behalf of the citizens of Colorado, I ask the House to join me in extending congratulations to Ms. Sabrina Uran.

BURN AWARENESS WEEK

HON. MICHAEL E. CAPUANO

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, February 13, 2002

Mr. CAPUANO. Mr. Speaker, I rise today to bring attention to Burn Awareness Week. The tragic events of September 11th have created many enduring memories. The attacks on the World Trade Center and Pentagon not only reminded us of our vulnerabilities to acts of terror but have also demonstrated the horrific nature of burn injuries.

Burn injuries are among the most painful and traumatic injuries one can suffer. Historically, few patients survived serious burn injuries, however because of significant advances in treatment over recent years, this is no longer the case.

I am privileged to have one of the leading burn treatment and research facilities in the country in my Congressional District: The Shriners Hospital for Children Burn Unit. One of four in the country, the Shriners Hospital has pioneered numerous breakthroughs in burn treatment. Not long ago, patients with burns over 50 percent of their body would probably not survive. Today, individuals with burns over 90 percent have a much greater chance of survival.

The four national burn centers run by the Shriners Hospitals treat over 20 percent of all pediatric burn injuries in the United States—more than 156,000 children last year alone. These children were treated free of charge and the hospital does not accept insurance or parental reimbursement. These hospitals provide much more than just treatment. They focus on education and prevention to ensure that burn injuries do not occur, as well as on the psychological and emotional care necessary to restore children who suffer burn injuries to full physical and mental well being.

Burn Awareness Week provides an opportunity to educate children and families about certain risks of burn injury that can be avoided. For example, the Consumer Product Safety Commission relaxed the safety standards for children's sleepwear in 1996. This resulted in a sharp increase in the number of children suffering sleep-wear related burn injuries. Shriners Hospitals have led the effort in Congress to restore stricter safety standards for

sleepwear and to educate parents regarding the dangers inherent in untreated sleepwear worn by many children.

Burn Awareness Week can help foster awareness among parents and protect young children from the horrors of burn injuries. It also focuses additional attention on the research and treatment of those burn injuries that do occur. Mr. Speaker, charitable organizations such as Shriners Hospitals deserve great credit for their outstanding work on behalf of our Nation's children. I rise today to recognize and support the efforts of the Shriners Hospital in Boston and the importance of Burn Awareness Week.

HONORING MR. LONNIE EUGENE ROARK

HON. HILDA L. SOLIS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, February 13, 2002

Ms. SOLIS. Mr. Speaker, I rise today to honor my uncle, Lonnie Eugene Roark, on his 80th birthday.

My uncle was born on February 11, 1922 in Missouri. He was raised in Oklahoma and lived most of his life in La Puente, California.

My uncle is an excellent father to his three children and two grandchildren and serves as a role model for many others. When his daughter's husband passed away, he assumed the role as father figure to his granddaughter. He would often take her lunch to school, school functions, and doctor visits. But most importantly, by taking on a paternal role, he filled that empty void in her life.

His acts of kindness and dedication have inspired many who know him. It is a true blessing to have been raised with a role model like him. It is not every day that we encounter a person filled with such generosity and love.

Today, I want to wish him a happy birthday and because I am especially grateful to be celebrating his 80th birthday because as he grows older, I realize how precious his life is and how he has been a great source of strength and support for our family. I, like many people who know him, admire him and love him dearly.

CHICAGO'S UNDOCUMENTED IMMIGRANTS

HON. JANICE D. SCHAKOWSKY

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, February 13, 2002

Ms. SCHAKOWSKY. Mr. Speaker, I would like to highlight a recently released study entitled: "Chicago's Undocumented Immigrants: An Analysis of Wages, Working Conditions, and Economic Contributions." This report details the importance of the undocumented immigrant labor force to the local economy and the poor working conditions that many endure. I have included a Washington Post article that appeared on February 10, 2001 and the Executive Summary from the study, which underscores some of the study's most significant findings.

This study was carried out during the 3rd quarter of 2001 through 38 community based

organizations, community colleges, social service providers, and churches. In total, over 1,600 immigrants were surveyed in the Chicago area. The results revealed that the estimated 220,000 undocumented immigrants in the Chicago area contribute close to \$5.5 billion to the local economy. Furthermore, undocumented immigrants create more than 31,000 jobs, make up about 5% of the labor force, and 7 out of 10 or 70% pay income taxes through payroll deductions. The overall impact on the economy is dramatic considering immigrants without legal documentation earn anywhere from 22–36% less than those here legally.

This study provides a glimpse into the urban picture of the enormous contributions undocumented immigrants provide to our economy and the deplorable conditions under which they are subjected to work. With close to 6 million undocumented immigrants working and living in the United States, the potential impact on the national economy and the potential to improve the lives of this population through a legalization program are immeasurable, but they all point in the right direction. I urge my colleagues to look through this study and see for themselves.

[From The Washington Post Feb. 10, 2002]

CHICAGO'S UNDOCUMENTED IMMIGRANTS

(By Robert E. Pierre)

The push for the legalization of undocumented immigrants was put on the back burner after September's terrorist attacks. But a study released last week reopens the question of what they contribute to the U.S. economy.

The estimated 220,000 undocumented immigrants in the Chicago area add nearly \$5.5 billion to the local economy, creating more than 31,000 jobs, according to the study by the Center for Urban Economic Development at the University of Illinois at Chicago. These undocumented workers make up about 5 percent of the labor market, the survey indicated—and seven out of 10 pay income taxes through payroll deductions taken by their employers.

Still, the survey of 1,653 legal and illegal immigrants living in Chicago and five surrounding counties also found that those without legal documentation generally are paid less than those who are legally in the United States. That's true regardless of their education, skill level and English proficiency, particularly among immigrants from Latin America.

"You can have two workers with exactly the same characteristics, and one will earn 20 to 25 percent less because they don't have legal status," said Chirag Mehta, a UIC research associate.

The Illinois Coalition for Immigrant and Refugee Rights urged amnesty for such immigrants: "Such findings confirm the importance of a new legalization program and the positive impact that undocumented immigrant labor has on the United States," it said in a statement.

[From the University of Illinois at Chicago]

CHICAGO'S UNDOCUMENTED IMMIGRANTS: AN ANALYSIS OF WAGES, WORKING CONDITIONS, AND ECONOMIC CONTRIBUTIONS

EXECUTIVE SUMMARY

Undocumented immigrants are strongly committed to working in the United States and they make significant contributions to the economy. Undocumented workers account for approximately 5% of the Chicago metro area labor market and represent a growing segment of the low-wage workforce.

Undocumented immigrants earn low wages, work in unsafe conditions, and have low rates of health insurance. Juxtaposed against these harsh realities is the fact that the undocumented workforce supports thousands of other workers in the local economy, pays taxes, and demonstrates little reliance on government benefits.

This study reports the findings of a survey of 1,653 documented and undocumented immigrants living in the Chicago metro area. Using a standardized questionnaire, immigrants were asked a series of questions regarding their employment status, wages and working conditions, access to health care, utilization of government safety-net programs, demographic characteristics, and legal status. The key questions that guided this analysis include:

To what extent does working without legal status increase the likelihood of unemployment and depress workers' wages?

To what extent do undocumented immigrants more often work in unsafe working conditions?

To what extent do undocumented immigrants utilize government safety-net programs?

What economic contributions do undocumented immigrants make to the local economy?

KEY FINDINGS

1. Labor force participation and unemployment

Undocumented immigrants seek work at extremely high rates (91%), and most do not experience unemployment at rates that are significantly different than the Chicago metro area average. However, undocumented Latin-American women experience unemployment rates that approach 20%, five times as high as the average unemployment rate for the remainder of the undocumented workforce. Factors that significantly increase the likelihood of unemployment include:

- the combined effect of undocumented status, being female, and being of Latin-American origin;
- the lack of dependent care; and
- obtaining work through temporary staffing agencies.

2. Wages

Most undocumented immigrants are employed in low-wage service and laborer occupations. Approximately, 30% of undocumented immigrants work in restaurant-related, hand-packing and assembly, and janitorial and cleaning jobs. The average (median) hourly wage earned by undocumented workers is \$7.00.

All else being equal, working without legal status, in combination with the effects of national origin and gender, induces significant wage penalties for Latin Americans:

Undocumented Latin-American men and women experience statistically significant wage penalties—22% and 36%—respectively—after controlling for length of U.S. work experience, education, English proficiency, and occupation.

Eastern-European women experience wage penalties as a result of their national origin and gender, but they do not experience penalties associated with their legal status.

Eastern-European men, documented Latin-American men, and immigrants from Asia, the Middle East, and Western Europe do not experience wage penalties associated with their national origin, gender, or legal status.

Factors including English proficiency, unionization, and obtaining employment in higher-paying occupations help undocumented Latin Americans earn higher wages. Educational attainment, however, does not have significant positive wage effects for undocumented Latin Americans. Importantly,